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COLLEGE OF MICRONESIA-FSM
BOARD POLICY NO. 2003

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~~Mission, Vision, Strategic Directions, Institutional Learning Outcomes, and Core Values~~
Integrated Planning and Implementation Framework

Date Adopted: 20-23 March 2006 (as BP No. 1100)

Date Revised: 20-23 March 2006 (as BP No. 1100); 6 July 2021 converted to BP No. 2002

Date Reviewed: 22 March 2014; 6 July 2021; 2-6 December 2024

Reference: 2025-2030 COM-FSM Strategic Plan as approved by the Board of Regents on September 23-25, 2024

The college's planning cycle begins at the start of each fiscal year, when annual assessment plans are developed for administrative units and academic programs. These assessments are reported and analyzed to identify areas of priority and improvement. Regular reviews of academic programs and administrative units further support the identification of improvement areas.

Every five years, the college conducts a comprehensive review of its mission, vision, and strategic goals and outcomes as part of its strategic plan[1]. This strategic plan is guided by the ten-year Integrated Educational Master Plan (IEMP)[2]. Figures 1 and 2 below illustrate the integrated planning framework and the 2025-2030 strategic planning framework and the at the college.
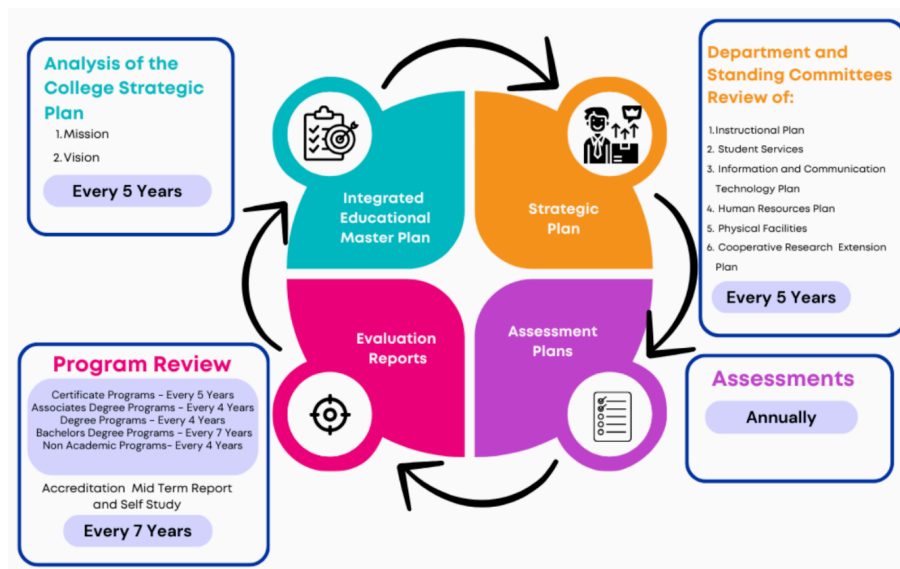

Figure 1. Integrated Planning Framework

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[1] 2025-2030 COM-FSM Strategic Plan, or see https://www.comfsm.edu.fm/strategic-plan/

[2] 2024-2034 COM-FSM Integrated Educational Master Plan, or see https://www.comfsm.edu.fm/iemp-2/
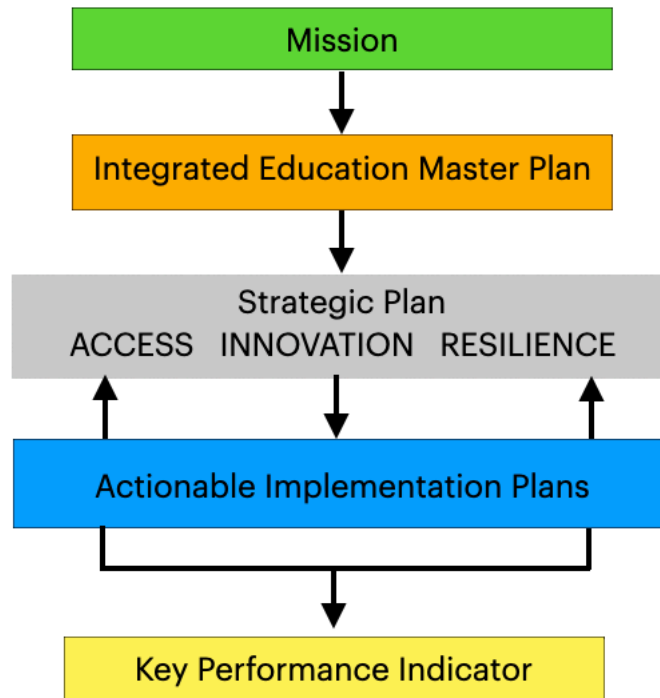
Figure 2. 2025-2030 Strategic Planning Framework

In addition to the overarching strategic plan, short-term plans are created to address specific strategic goals and objectives. These plans, termed **Actionable Implementation Plans** (ACIPs), operationalize the college's strategic goals. Each ACIP includes defined objectives, activities, and key performance indicators (KPIs) to track progress effectively.

The ACIPs are structured as follows:

- *Instructional Affairs* (Vice President of Instructional Affairs)
- *Enrollment Management & Student Services* (Vice President of Enrollment Management & Student Services)
- *Institutional Effectiveness & Quality Assurance* (Vice President of Institutional Effectiveness & Quality Assurance)
- *Cooperative Research & Extension* (Vice President of Cooperative Research & Extension)
- *Administrative Services* (Vice President of Administrative Services)

Each ACIP is directly linked to individual work plans, which are evaluated annually. Performance-based budgets are implemented to ensure effective resource allocation in support of strategic goals through ACIP activities. A prioritization matrix is employed to evaluate the relative importance of activities, facilitating efficient resource allocation in a competitive environment.

The college's strategic plan undergoes annual monitoring and adjustments, with the current version accessible online[3].

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[3]bid., p.1.

The integrated planning cycle translates strategic goals into actionable tasks, assigns oversight to responsible positions, and allocates necessary resources. KPIs measure success within established timelines, ensuring that the college meets its goals and objectives transparently and accountably.

~~The planning cycle begins at the start of the fiscal year when annual assessments plans are prepared and reported for administrative units and for academic programs. Regular reviews of academic programs and administrative units are prepared to identify areas of priority and improvement. Every five years, the college reviews its mission, vision, and strategic goals in order to guide its integrated educational master plan (IEMP), which consists of plans from all areas of the college. These various plans are carried out and aspects of the plans are assessed by the annual assessment plans (i.e., program reviews at COM-FSM). These various cycles are reported to the college's accreditation commission every six years. From time to time, short-term, specific development plans are drawn to strategize accomplishing objectives specific to an area, such as communication, technology, etc. These individual plans feed into the institutional strategic plan which is annually monitored and adjusted. The current strategic plan is available on online.~~